



FORCE MANAGEMENT  
POLICY

ASSISTANT SECRETARY OF DEFENSE  
4000 DEFENSE PENTAGON  
WASHINGTON, DC 20301-4000  
APR 15 2002



MEMORANDUM FOR ASSISTANT SECRETARY OF THE ARMY (M&RA)  
ASSISTANT SECRETARY OF THE NAVY (M&RA)  
ASSISTANT SECRETARY OF THE AIR FORCE (MR)  
DIRECTOR, ADMINISTRATION AND MANAGEMENT  
DIRECTORS OF THE DEFENSE AGENCIES  
DEPARTMENT OF DEFENSE FIELD ACTIVITIES

SUBJECT: Hostile Fire Pay for Civilian Employees

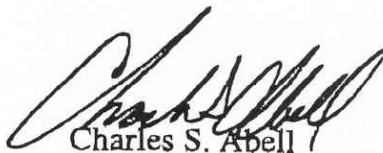
Section 1111 of the National Defense Authorization Act for FY 2002 (Public Law 107-107) amended Title 5, United States Code by adding section 5949 (5 USC 5949) to allow hostile fire pay for civilian employees. The effective date of this change was September 11, 2001.

The civilian employees at the Pentagon, the World Trade Center, and those on-board the hijacked commercial aircraft in an official capacity were subject to hostile fire on September 11, 2001. On this basis they are entitled to hostile fire pay in accordance with the provisions of 5 USC 5949(a)(1).

Additionally, those employees at the locations listed above who were injured, wounded, or killed as a result of such hostile fire are also entitled to hostile fire pay under 5 USC 5949(a)(3). Those treated for injuries or wounds may be paid hostile fire pay for up to three additional months while hospitalized, in accordance with the provisions of 5 USC 5949(b).

Hostile fire pay is hereby extended to DoD nonappropriated fund employees on the same basis as for DoD appropriated fund employees.

In those DoD Components that paid hostile fire pay to military personnel, hostile fire pay for civilian employees should be made using the criteria established for payment to military personnel.

  
Charles S. Abell

